

MICHIGAN DEPARTMENT OF CORRECTIONS		EFFECTIVE DATE	NUMBER	
POLICY DIRECTIVE		05/01/2000	02.06.100	
SUBJECT		SUPERSEDES		
EQUAL EMPLOYMENT OPPORTUNITY		02.06.100 (12/17/90)		
		AUTHORITY		
		MCL 37.1101 et seq.; 37.2101 et seq.; 791.203;		
		Executive Order No. 1996-13		
		ACA STANDARDS		
		3-4048; 3-4053; 3-4055; 2-CO-1C0-09; 2-CO-1C-12; 3-3047; 3-3052; 3-3055; 2-1050; 3-ACRS-1C-04; 3-ACRS-1C-02		
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POLICY STATEMENT:

The Department shall provide equal employment opportunity for all persons regardless of race, religion, color, sex, height, weight, marital status, national origin, age or disability in accordance with applicable state and federal laws.

RELATED POLICIES:

02.03.108 Sexual Harassment Reporting and Prevention
02.03.109 Harassment Reporting and Prevention
02.06.101 Disabled Applicants and Employees
02.06.111 Employment Screening and Evaluation

POLICY:

- A. The Department firmly supports equal employment opportunity and is committed to reviewing all aspects of employment, including recruitment, selection, retention and promotion, to identify and eliminate barriers to providing all persons equal employment opportunity.
- B. In conjunction with the Personnel Director, Office of Personnel and Labor Relations, Administration and Programs, the Administrator of the Equal Employment Opportunity Office shall oversee the implementation of the State of Michigan's Equal Employment Opportunity Plan throughout the Department. This shall include monitoring employment practices within the Department and providing training to staff regarding equal employment opportunity.
- C. In conjunction with the Personnel Director and the Administrator of the Equal Employment Opportunity Office, managers and supervisors shall ensure that employee recruitment is handled in a manner to attract a qualified, diverse applicant pool. All hiring shall be based on job-related factors, and in accordance with selection standards developed by the Personnel Director and the Administrator of the Equal Employment Opportunity Office.
- D. Employees shall be treated in a non-discriminatory manner, consistent with applicable state and federal laws, rules, regulations and policies.

BM:OPH:04/10/00